

Healthy Workplaces

An Integrated, Comprehensive Approach to
Total (mental, physical and psychosocial)
Health and Wellness at Work

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Pressure to do More with Less



- ▶ In today's globally competitive world, organizations in both private and public sectors are under pressure to maximize productivity, minimize costs, increase customer/client satisfaction, and improve overall performance.
- ▶ The current global economic crisis and its impact on workplaces further intensified this pressure.
- ▶ Consequently, people at work are required to do more with less.

Employee Dissatisfaction – A Concern

- ▶ Coupled with increasing job uncertainty, there are reports that job stress is up from 10 years ago, job satisfaction is down, workers are less pleased and more likely to say they are depressed
- ▶ The need to do more work with fewer resources leads to workload problems such as overwork and unreasonable deadlines. People cannot balance the demands of work with responsibilities at home.
- ▶ Chronic stress, low morale and employee dissatisfaction are major concerns.



Impact on the Organization

- ▶ Just as work and the work environment drastically influence the health and well-being (physical, psychosocial and mental) of employees, there are growing concerns regarding the profound impact that the health and well-being of employees can have on the survival and success of the organization.



Impact on the Organization



- ▶ Employee health and well-being-related consequences such as injuries, illnesses (minor and more serious), high stress levels, chronic absenteeism, presenteeism, low morale and dissatisfaction, could have a devastating effect on the productivity and good performance of the organization.

Quality of Working Life



- ▶ The quality of working life is being recognized as critical to organizational excellence
- ▶ As the quality of working life improves, so does the productivity and performance of the organization

A Healthy Workplace

- ▶ A healthy workplace is one where healthy employees working in a healthy environment contribute to the success of the organization and where the quality of working life is a priority



A Healthy Workplace

In a healthy workplace...

- ▶ The work environment is safe and healthy, there is compliance with health and safety legislation, and due diligence is exercised.
- ▶ Employees are motivated, having meaningful and challenging work to do with the opportunity to apply their skills and knowledge. The quality of working life is made a priority.
- ▶ Employees have job security.



A Healthy Workplace is About:

- ▶ Having the means and resources to get the job done
- ▶ Proper job design and healthy work schedules
- ▶ Fair compensation in terms of salary and benefits
- ▶ Working at a reasonable pace



A Healthy Workplace is About:



- ▶ Working effectively with colleagues and managers, with respect for individuals and their different circumstances
- ▶ Supporting the need for work/life balance
- ▶ Having learning opportunities and possibilities to achieve personal career aspirations
- ▶ Open communication and dialogue

The Comprehensive Approach

The comprehensive approach encompasses:

- Occupational health and safety practices
- Well-being initiatives
- Job design
- Organizational systems
- HR management practices
- The culture of the workplace



Key Factors

- ▶ A work environment and management regime based on values and principles
- ▶ Leadership commitment to the comprehensive approach
- ▶ A workplace culture that recognizes and promotes the whole person in which quality of working life is a priority
- ▶ Open communication, dialogue and transparency



A Healthy Workplace is:

- ▶ An investment, not only in the health and well-being of employees, but also in the long term health and success of the organization
- ▶ A high performing workplace
- ▶ A rewarding place to work
- ▶ Integral to achieving organizational excellence



Healthy Workplaces is a Win-Win Proposition that Benefits All

► **Workers and their families** benefit, not only from improved physical and mental health and quality of life, but also from improved working conditions and decent jobs that offer dignity, respect, personal development and economic security.



Healthy Workplaces is a Win-Win Proposition that Benefits All

- ▶ **Employers** benefit from healthy, adaptable and productive workforces, reduced benefit costs, the ability to attract and retain high quality workers and achieve increased productivity, organizational strength and competitiveness



Healthy Workplaces is a Win-Win Proposition that Benefits All



- ▶ **Government and society at large** benefits through productivity growth, increased economic competitiveness, and reduced health care costs

Healthy Workplaces is a Win-Win Proposition that Benefits All

- ▶ **Communities** benefit from the improvement in the health of their citizens.



Canadian Centre for Occupational Health and Safety

- ▶ The Canadian Centre for Occupational Health and Safety (CCOHS) promotes the total well-being – physical, psychosocial and mental health – of working people.



Canadian Centre for Occupational Health and Safety

- ▶ CCOHS advances and supports healthy workplaces by providing:
 - ▶ Information and knowledge transfer
 - ▶ Training and education
 - ▶ Cost-effective tools to improve performance
 - ▶ Management systems and solutions to support health and safety programs
 - ▶ Support to collaborating partner organization programs



Canadian Centre for Occupational Health and Safety

The screenshot shows the CCOHS website homepage. At the top, there is a navigation bar with links for 'Français', 'Contact Us', 'Help', 'SEARCH', and 'Canada Site'. Below this is a secondary navigation bar with 'Web Info Service', 'Products & Services', 'OSH Answers', and 'Education & Training'. A third bar contains 'Home', 'About Us', 'E-News', 'Bringing Health to Work', 'Events', and 'Resources'. The main content area is divided into several sections: 'Web Info Service' (online access to MSDS, CHEMINFO, RTECS, etc.), 'More about:' (listing various OSH topics like Biological Hazards, MSDS, etc.), 'View all by:' (Alphabetical List, Subject Groupings), 'Subscriber Extras!' (benefits of being a subscriber), 'The Health & Safety Report' (e-newsletter), 'Workscope' (discussion on workplace health and safety), 'Tip of the Week' (how chemicals enter the body), 'Other Languages' (access in French and Spanish), 'OSH Links' (links to other OSH-related sites), 'Collaborative Web Sites' (listing various international and national OSH organizations), and 'Headlines' (recent news items like 'Learn By Committee' and 'Scholarship Opportunity'). A banner for 'Veterans' Week 2008' is also visible.

▶ Visit CCOHS on the web at www.ccohs.ca



Canadian Centre for Occupational Health and Safety
4th China International Forum on Work Safety

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Thank You

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